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Household Aid Company, Boston

Report of a two years' experiment in social...

Boston

[1906?]

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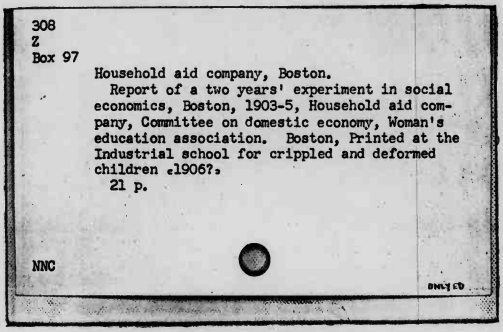
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REPORT

Of a Two Years' Experiment in Social Economics
Boston, 1903-5

HOUSEHOLD AID COMPANY

Committee on Domestic Economy

WOMAN'S EDUCATION ASSOCIATION

Written by Ellen H. Richards –

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REPORT

Of a Two Years' Experiment in Social Economics
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HOUSEHOLD AID COMPANY

Committee on Domestic Economy

WOMAN'S EDUCATION ASSOCIATION

Printed at the
Industrial School for Crippled and Deformed Children
241 St. Botolph Street, Boston

The original plan was worked out by the Home Economics Committee of the Association of Collegiate Alumnæ, through the inspiration of two of its members, Mrs. Alice Freeman Palmer and Mrs. Ellen H. Richards.

Mrs. Henry M. Whitney, *Chairman*,
Mrs. Lewis Kennedy Morse,
Mrs. R. H. Richards,
Mrs. J. B. Warner,
Dr. Mary G. Hood,
Mrs. Henry P. Kidder,
Mrs. F. Cunningham,

For

The Household Aid Company.

Jan. 2, 1923 AC

THE Household Aid Company was an experiment undertaken for studying at first-hand the problems of household labor under modern conditions. Its headquarters served as a testing station where some of the many theories were put to the test of dollars and cents, to wit: — public support. The hope of solving the problem of household service in general was never entertained by the Committee. All felt that they knew too little of the underlying causes of the discontent and restlessness to be able to formulate practicable remedies.

Therefore this piece of research was as much concerned with the work as with the worker. As is the case in all scientific research negative results lead to conclusions quite as important as any.

A definite period of two years was determined upon as the first stage in the experiment.

Certain disabilities in service had been claimed as fundamental causes of the disfavor in which it was held, such as — on the part of the worker: —

(1.) Required residence in the house, and yet not of it. Life was irksome. The room, the food, the associates and general surroundings were frequently not satisfactory to a self-respecting girl.

Therefore a house was secured, furnished and run for the 20 Aids as their *home*, not a mere lodging place.

(2.) Hours of work were long and indefinite.

Therefore the Aids went out for definite periods only.

(3.) Lack of congenial companionship and recreation.

Therefore particular pains were taken to make the home life attractive.

(4.) Injustice in the demands for service.

Therefore the Company served as an intermediary.

On the part of the employer: —

(1.) Scarcity of material.

Therefore the Company proposed to draw upon an entirely new source of supply not now on the market.

(2.) Low grade of intelligence and skill available.

Therefore an educational test was applied to the candidates and training was to be given for six weeks before any Aid was sent out to work.

(3.) Unreliability.

Therefore the Company assumed the responsibility and investigated causes of dissatisfaction.

(4.) Danger of infection from outside help.

Therefore the Company provided a home and took responsibility for sanitary conditions.

(5.) Trouble of frequent change.

Therefore the Company would keep some workers supplied.

In August, 1903, a house was opened as office for the Company and home for twenty Aids, the number called for by the tentative plan.

To be accepted after a two-weeks' probation, any young woman should be seventeen years old, must have a grammar school training, or its equivalent, must bring a certificate of good character and a physician's certificate of good health.

The Aid entered upon a course of instruction and practical training for a period of six or eight weeks, which was to bring a corps of competent workers into the market by October when the demand would become active. The Aids were expected to show greater intelligence and ability than the average worker.

No revolution was attempted, only amelioration of certain well-defined conditions.

The details will be given under the *business plan*. A concise summary of results leading to certain conclusions here follow.

In the course of this study certain facts were brought out, namely: —

(1.) That household service demanded in this free and democratic country is of four classes:

(a.) That of the well-organized household where a large number of servants are employed, each with a small but definite number of duties which must be performed with promptness and exactness of detail. A uniform is worn, marking the grade of service, and a deferential manner is an important part of the duty.

That social opportunities, and perquisites, and the close contact with gay doings compensates to the unintellectual mind for the "servile position."

To such a household the character and sentiment of the Aids were not suited. Neither is there any special problem for them. Apprenticeship prevails to an extent shown by no other business to-day, and is the only way for securing this class of service.

(2.) That of the household which tries to imitate the first with insufficient breeding and money. The organization of work is incomplete, a definition of daily duties rare, and both overwork and idleness demoralize the household. Such are not suitable places for trained Aids.

(3.) That of the intelligent, well-meaning group in which there is a small household of one to three maids where, in emergencies at least, the hours must be long and the duties complicated. In most of these households the *method* is valued rather than the result. There are many divisions of this group from the capable mistress who knows what she wants and how to explain it — who also knows the time it requires to do things — to the utterly unreasonable woman who exacts the work of three persons from one maid, and changes her mind each half hour as to the next piece of work to be done.

It was the hope of the Company to help this section. To a certain extent it did, and if the mistresses had been willing to examine their own methods and adapt them to the necessities of the case or to accept the standards marked out by others, a large and thriving business would be going on now.

The problem of household work for the families of professional and technical men with an income of $2,000 to $5,000 a year is the great problem to be met. According to economic rules, service in such households may cost from ten to fifteen per cent. of the income, not more. A minimum of ten per cent. is $200 to $500 a year, which furnishes in the first case only one unskilled worker at $3.50 per week, with a little help at cleaning or moving time; in the other, two maids at $4.00 and $5.00 a week, with a little additional service. Young and inexperienced girls are still to be found at $2.50 to $3.00 for unexacting households.

If the maximum of fifteen per cent. of the income is used (which means great sacrifices in other directions), $300 to $750 is spent on service. This may give one maid at $4.00 a week, with additional

service one day in a week, or in the other case a $6.00 cook, a $5.00 nurse, and $3.50 apprentice, or some other division.

It was the supplementary help to the $3,000 family that the Company proposed to supply in the main.

(4.) That of the hit-or-miss household which lives from hand to mouth and disdains the petty details upon which success depends. This class usually pays low wages that it may spend on show; has no standards of cleanliness or of methodical service, and is not willing to pay for them. It has times of starting out on a fair program, engages its servants on that basis, but soon changes. It has no idea of proper relations or decent treatment; has no sense of the relation of cost to result, and may coddle or abuse the maids. Infinite varieties of this group make up, we are sorry to say, the greater bulk of employers to-day.

For this household the Aids could do nothing. Poor work could be had at half the living wage, and most of the employers could not be persuaded that good work was worth its cost.

The kind of work desired is shown by the following list — supplemented by the statement that the most numerous calls, for which no worker was sent, were for scrubbing and paint washing, and for washing and ironing — heavy work to be done under great disadvantages as to appliances and conditions.

Of the 248 patrons in 1893–4, 186 were supplied with workers as follows: —

Cleaning	21	
Cooking	32	
Housemaid and general	41	
Ironing	2	
Laundry	27	
Sewing	20	
Silver cleaning	5	
Sweeping and dusting	10	
Waitress	58	
		186
Miscellaneous, mostly forced demand	62	

One hundred and one patrons repeated the first call, but only a small number made engagements, covering more than two or three weeks. Finally it became evident:

That, as in sanitary matters, an epidemic is usually needed to arouse the mass of the people to the true condition of things and remedies — only severe stress in the labor market and a practical experience of scarcity of workers and consequent demand for better conditions would educate the majority of employers (in Group 3) to use the class of labor the company desired to offer.

But while it could have had financial support from Group 2 and Group 4, it was not possible to lower its ideal for the work as well as the worker.

That while Group 1 could have been counted upon for a different sort of Aids, those the company was trying to provide did not fit into the scheme.

Therefore, since the public was not ready to sustain the scheme, the experiment was closed at the end of the original time limit of two years.

The investigation included many inquiries into living conditions and economic habits of groups of families in various parts of the city and suburbs. These cannot be discussed in detail, and the following summary gives the conclusions arrived at from all the facts and experience available.

Disappointments on the Part of the Company

1st. That the attitude of the public was not only hypercritical, but in many cases distinctly hostile to the principle involved. This indicated that the scheme was ahead of its time, but only proved that it was in the right direction. (Or some may say, were we trying to stem an irresistable tide for work to go out of the house?)

2d. That the educational side of the plan was not considered by those who freely support other schemes, but that persons financially able to maintain the enterprise insisted that the house should at once become self-supporting. This is only in accordance with modern "business methods" which look to success at the expense of the worker. The Company had an eye to the final advancement of the individual worker; to this extent the Company was philanthropic as well as commercial.

3d. That intelligence did not make up for lack of early muscle-training. The teacher, seamstress or typewriter who has never trained the muscles used in dusting or waiting at table, in cooking or fine laundry work, cannot at once become skilled in the new trade.

Because of this slowness of acquisition by the adult worker, six weeks of general training for such intelligent and willing persons did *not fit* them to com-

pete with the girl who came from over the water at an early age and learned by the actual doing. Therefore the employers did not receive the skilled, all-round service they expected.

4th. That the expected supply of workers was not found.

5th. The low standard of physical strength. Thirty to forty hours a week was all that most were equal to without undue fatigue. It is true that the workers gained as the months went on, and less effort was required from the long unused or never-used muscles.

There was great reluctance on the part of the workers to undertake any or all kinds of work; willingness to go without the pay rather than do whatever came to hand. This brought down the receipts of the company the second year.

6th. That employers would tolerate unskilled service of persons living in their own houses when they could not endure it in the service of Aids. Therefore this skill must be acquired somehow, somewhere, before satisfactory employment is obtained. In no other department of labor is learning by doing so important as in housework. For this reason a house for adequate training needs to be equipped with all the appliances likely to be found in experience — this means an expensive plant, too expensive to allow the business to be put on a paying basis with so few Aids.

7th. That the tendency to specialization in the service called for did not help the employer for whom the Company had the greatest sympathy — the one who needs help in any or all departments of her work to keep her standards within sight and yet who must count her pennies. She needs the all-round, skilled worker who can put a house in order or prepare and serve a meal. For this worker she is not willing to sacrifice her $100-rug in her front hall or the latest style in furniture, but tolerates the slipshod work of over-worked and under-supervised apartment-house employees.

8th. That housewives in general did not appreciate the advantage of security in freedom from risks of contagion, of security in the honesty and reliability of the employees; — that all these advantages did not outweigh the extra two or three cents an hour which the Company was obliged to charge. This indifferent, and in many cases hostile attitude, showed plainly that the time had not come for the carrying out of the plan.

9th. That there proved to be no waiting list of Aids, to keep the house full.

10th. That no promising outlook for the advancement of Aids could be shown.

11th. That there proved to be a lack of lucrative employment in the house to fill occasional spare time of Aids. This kind of work must require such a grade of skill that it will bring a good return; and must be of such a nature that a considerable range of time for completion is possible. Fine laundry work promised well, if the house had afforded facilities for conducting it, although few of the Aids had the skill.

One Aid engaged in sewing was a gain to the company in both years. The others had not acquired the necessary skill when young.

Millinery, mending and various other pursuits were tried, but the experience all went to show the need of trade-training, of muscle-practice, for the girl of 14 to 16 whatever her sphere of life is to be, and of practice in household activities from 8 to 14 years.

On the Part of the Aids — Why there was not a Long Waiting List

1st. Too great uncertainty as to full employment. They could not count on more than $3.00 a week ($100 for eight months, above their living). The best of them who were favorably employed received three times this amount and were satisfied as a majority of single women wage-earners are apt to be on $9.00 to $12.00 a week.

2d. Too great a cost of living in the house provided, nearly $4.00 a week. The average girl at a low remuneration of 15 cents an hour, who does not care to work more than 30 hours a week, received an income of only $4.50.

The standard set for the appearance of the house was costly to maintain with the constant passing in and out. Nothing stayed clean. It required either too much of the Aids' time and strength or too much hiring of help. The majority of the Aids, following the general trend of opinion, would have preferred a higher cost of table and less rigid standards in housekeeping.

3d. On the part of some, the simple fare which had to be placed on the table was not attractive. This was especially the case with those who went out every day to dinner parties and teas where there was lavish provision.

4th. The need of adapting one's self to so many temperaments and circumstances in the course of the week. It was not uncommon for an Aid to go to ten different houses in that time. In one she was reproved for doing the thing she was told to do the night before. To a few Aids this was stimulating; to most it was depressing. There are no uniform standards of doing

work, accepted as such, outside a limited circle. Each circle has its own, or none, as the case may be.

5th. While there was a certain freedom in the home life, there was also a necessary obligation to go to any kind of work which offered and which would benefit the Company — whether it was agreeable or not. (This obligation was sometimes repudiated.)

6th. Dress. Without an actual trial it was impossible to know how to dress suitably for a given call. Sometimes a uniform was demanded with the "manner" that goes with it,— sometimes not. The expense of dress is greater when the worker appears on the street going to and from; also time is expended in changing.

7th. Supply of work. The lack of *remunerative* work and the faint prospect of its increase was the greatest disappointment to the Aids.

Disappointments on Part of Employer

1st. The most frequent calls were for scrub women and laundresses and for heavy work such as cleaning paint work, which the Company did not furnish.

2d. The next most frequent call was for skilled waitresses at entertainments, and these calls were apt to come in greater number at certain times than could be supplied and not at all at other times. In order to meet the uneven demand, less skilled workers were often offered, or the order would not be filled and the employers were discouraged.

3d. The employer was dissatisfied because her own methods did not agree with those the Aid had been taught.

4th. The employer would ask for service of one kind and an Aid skilled in that service would be sent. Upon the arrival of the Aid the employer would demand other service and be disappointed to find that the Aid could not perform this other thing equally well — and this latter service would have called for a higher rate.

5th. The employers were disappointed to find that the skilled work cost so much more than the unskilled labor utilized in their own homes. They did not value their own time used in overseeing unskilled labor. They did not count rent and wear and tear as anything. They did not seem to know that the cost of food and fuel in a family of three with one maid is usually doubled because of the maid.

In short, the finance of housekeeping is not understood and housekeepers,

being unwilling to learn, are dissatisfied with all attempts to solve living conditions on economic grounds.

General Results

Much fruitful seed of various sorts was sown, some of which undoubtedly fell on good ground; some will lie dormant for years and be forgotten only to spring up to puzzle a coming generation which never heard of the Household Aid Company.

On the part of the employer it will show in a growing conviction that skilled service costs someone a considerable sum of money to provide.

On the part of the worker, a conviction that by co-operative living they can make a home for themselves and that they may build up a route of work without incurring office expenses. Such a household might well take an apprentice or two, for it is evident that apprenticeship is the surest way to meet present demands. The cook is trained as a kitchen girl with a skilled worker; the waitress as one of two or several in a large establishment.

At the house a month was given to a trial of co-operative living by the Aids. It was found that too much time was required to do the work of the house in a manner satisfactory to the committee. Housework could not be postponed to a convenient season as would be the case in a home of their own.

It was established as a fact that mechanical progress has been less utilized in the household to save hard labor by human hands than in any other line of work.

That less attention is paid to avoid the making of work than in other lines.

That physical strength and muscular education are both wanting in even the foreign-born, as compared with a generation ago.

That pleasure in work, in seeing a thing well done, is no longer found. It is only for the money to spend that most people work and work as little as they can for it.

That employers foster this feeling by failing to distinguish good work from bad, and by failing to reward good work over and above bad.

Value of the Experiment

Has been felt country-wide. Numberless co-operative establishments on a small scale have started up all over the country. Housewives have had new ideas presented, which, however repellant, have proved suggestive when the actual pinch came.

Students of social affairs have found some ground from which to begin their researches.

The employer has counter-evidence to offset the "Toilers of the Home" and other experiences of college women who complain of the aches of the unaccustomed muscles. The head can save the heels only when the heels have had practice young and remember *without telling* what to do at the slightest hint. In other words, *housework* is a trade to be prepared for by manual exercise, as *housekeeping* is a profession to be prepared for by mental exercise.

The Company wishes to acknowledge its great indebtedness to those open-minded housewives who, not feeling the need of the help of the Aids in their own establishments, did utilize it in various ways and gave the benefit of their advice and criticism. Without this help the experiment could not have gone on.

At the same time a few of those less favorably situated took an interest in the matter, but of these most were already settled in a way which would not permit increased expense or for various reasons they were unable to use the higher grades of help.

Requirements for Success in Such a Plan

1st. A business office with the names of not less than one hundred workers. Twenty of the most skilled (commanding from 30 to 50 cents per hour) may, perhaps, live in a home similar to that run by the Company; the others may live either in groups or in their own homes and subject to call by telephone, the conditions under which they live to be known to the Company and the houses frequently inspected by it.

2d. In connection with the enterprise there should be certain profitable employments for spare hours of the skilled workers. There must also be a sort of apprenticeship arranged for the unskilled workers which will lead to business advancement, for example, as kitchen maid, then as cook's assistant, in a large household.

3d. It still remains a question whether this demand is the demand of the future or whether all work such as cleaning and repairing of garments and even the fulfillment of social duties, as dinner and tea giving, are going out of the house.

4th. If household duties are to be well done in the house, they must be systematized into a trade, and training given for it as in any other trade. This involves acceptance of certain standards by large groups of employers — not necessarily by all, but by sufficiently large and well-defined groups to make it profitable to train for them satisfactory employees.

The success of trade schools in other directions gives promise of ultimate success in this.

THE BUSINESS PLAN OF THE HOUSEHOLD AID COMPANY IS NOW PRESENTED IN DISTINCTION FROM THE SOCIOLOGICAL SCHEME.

88 Charles Street, Boston, 1903-5.

The conditions of the domestic labor market seemed to indicate that household helpers might be needed in many homes for a portion of each day or for regular days in each week to supplement the resident helper or helpers, or to lighten the burden of work where it was carried on by members of the family.

The Household Aid Company was formed to try the experiment of providing the services of well-trained and expert helpers for all forms of work in the household. These helpers were to reside in a central house as a home and were to pay the Company a certain percentage of their earnings, varying with the grade of labor, and it was expected that the time not occupied in fixed engagements could be made profitable in the care of the house and in sewing, laundry work and other labors such as could be properly and profitably carried on outside the homes of the employers.

By private inquiry and by circulars, candidates to have the following qualifications were sought for:

They were to be of American birth, at least 17 years of age, with the equivalent of a Grammar School education, and at least one year of High School preferred; good-looking, and must bring a physician's certificate of good health as well as testimonials as to good character.

The Company assumed all pecuniary responsibility, paying the Aids and receiving the fees of employers.

At first the Aids were received for two weeks' probation without expense to themselves. Later they paid a $10.00 guarantee which was refunded in all cases of honorable discharge and credited to them if they remained.

Six or eight weeks of training in all varieties of housework was given by competent instructors, specialists being brought in for certain lessons.

Since the house itself was utilized for this training, the Aids received a small stipend, usually about $4.00 a week, which covered their expenses. It

was expected that there would be a succession of classes who would thus do the work of the house in the main.

At the expiration of this training time, the Aids were sent out on demand. (It required a rather intimate knowledge of temperaments and conditions to suit the employee to the employer. A popular Aid needed to be quadrupled to meet the calls).

The Aids were expected to remain four months after training was completed and to keep in active and profitable employment in order that the Company should be reimbursed for the expense of training.

It will be seen that this theory was a correct one but that for various reasons not the required number of 20, but only 8 or 9 remained a sufficient time. This fact should not be lost sight of in estimating the economic results. Again the Aids were encouraged to specialize in one department — since such work brings higher remuneration. The employer did not choose this kind of help, however.

With each individual Aid an agreement was made according to her skill and success, the Company guaranteeing a certain living wage and exacting an agreed percentage on all income over this amount. This will be made clear by the tabulated statements.

Of the greatest economic interest perhaps is the schedule of prices adopted tentatively the first month and gradually increased as experience proved them too low. It was the final high charge which frightened the prospective employer or which made her more exacting than with ordinary help. It was also the failure of many of the Aids to justify this charge with the short experience, which led to general discouragement. These fees were based on at least a four-hour engagement; slight variations were made for more or less time.

The list also indicates the lines of work supposed to be in demand.

That found to be most called for is shown on pages 16 and 17.

Price per Hour

	Tentative Schedule	1903 Schedule	1904 Schedule
Answering telephone, bell, etc..	$.08 to $.15	$.10 to $.15	$.12 to $.15
Daily care, sweeping and dusting	.08 to .22	.15 to .20	.15 to .20
Chamber and parlor work	.15 to .22	.20	.15 to .20
Cleaning rooms and opening house	.08 to .15	.22	.20 to .30
Plain cooking	.15 to .22	.20	.20 to .40
Experienced cooking	.20 to .35	.30 to .50	Special
Plain ironing	.15 to .22	.20	.20 to .35
Skilled ironing	.20 to .35	.25 to .35	Special
Sewing, including mending	.15 to .22	.15 to .25	.15 to .25
Marketing and buying	.20 to .35	.25 to .40	.....
Stenography and clerical work	.20 to .35		

	Tentative Schedule	1903 Schedule	1904 Schedule
Stenography and typewriting		$.35	$.35
Clerical work, accounts, addressing invitations		.30	.25 to .30
Polishing furniture, hanging curtains, simple upholstery	.35 to .50	.35 to .50	35. to .50
Silver cleaning		.25	.25
Care of lamps			.15 to .20
Waitresses		.15 to .40	.20 to .35
Household managers	.25 to 1.00	.25 to 1.00	
Laundry for patrons only.			
Unironed work per doz.	.25	.30	.30
Ironed work (plain)	.60	.75	.75 to .85
Ironing, skilled	.75	1.00	1.00, upward

These prices were the lowest possible that could be charged and yet secure an adequate return to the Aid and a small percentage to the Company, and to enable it to keep the standard of living for the Aids at the level desired.

It was estimated that four-fifths of the time of at least 20 Aids who should pay to the Company 10 to 35 per cent. of their earnings would cover all the expenses of administration and oversight.

As a business proposition this was not successful, for on the whole the public was not ready to pay the necessary prices for regular and skilled work, but only sought Aids in emergencies. Such demand was irregular and uncertain and for the least skilled help, and therefore for the lowest price, and did not furnish sufficient income to the Company.

On the other hand, the training of the Aids slow to learn, and the outside work attempted in the central home to eke out an income required so much supervision, because the workers were unaccustomed to the particular forms demanded, that the Company could not get back, in the first months, adequate return for money expended. Skill comes only after more than six weeks' practice, and besides there were not the full quota of trained workers on hand for a sufficient time.

It was, however, proved beyond question that there was a growing demand for Household Aids.

It will be interesting to compare with these the scale of prices set by a group of the workers who themselves undertook a co-operative home at a seashore resort in the summer of 1904. The percentage of their earnings, instead of being paid to the Company, was spent by them for their own housekeeping.

Cooking	Luncheons	$3.00 and expenses
	Dinners	Special prices by the day.
Serving	Afternoon Teas	$1.50 and expenses
	Children's Parties	
	Luncheons	

Serving	Dinners, Receptions (evening), Suppers	$2.50 and expenses
Room work		.30 an hour
Sewing (including mending)		.25 " "
Ironing		.30 " "
Answering bell and telephone		.20 " "
Attendants		.25 " "
Ladies' maid		.35 " "
Silver cleaning (material furnished)		.50 " "
Trunk packing		.50 " "
Shopping		.50 " "
Clerical work (writing invitations, envelopes, taking care of accounts)		.40 " "
Manicuring		$1.00 " "
Shampooing		1.00
Laundry work done at the house		
Shirt waists		.25 to .75 each
Shirt waist suits		1.00 and upwards
Muslin gowns		1.50 " "
Neckwear		.10 to .30 each

Disadvantages of the Plan to both Aids and Company

Shortness of season: House rent had to be paid for a year for eight months occupancy. Office expenses, instruction, and other services, as telephone, water rates, etc., for eight months occupancy with a productive season of only five months out of the eight.

This was probably a local trouble, and because the help did not appeal to the housewives who keep house all the year. The forced demand came from those who open their houses in November, go south in February or March, and close them the first of May.

The Aids found it unpleasant and somewhat difficult to find suitable new work. If it was in a different line they would lose in practice.

The Result of the First Year's Work

Forty-two Aids were sifted to get fourteen that stayed six months. Of the remaining twenty-eight, five left without causing the Company any expense, fifteen left after training, without any return to the Company, and estimating that it cost $50 to train an Aid, the fifteen cost the Company $750. Eight remained less than six months, and did not bring an adequate return to the Company. Four were an expense to the Company of $152.88, for services in teaching and house care, and the other four brought to the Company only $39.13. Of the fourteen remaining, four cost the Company $174.35 over the return for their services amounting to $378.82, varying from $15 to $90 each. If, as the Company anticipated, the house had been filled with profitable workers for eight months, at a gain of $60 each, $1,800 would have covered the cost of training and office expenses. Failing this, and adding the first cost of furnishing, which was not covered in the rent paid by the Aids, the first year's deficit was $3,000.

It was rarely that the Aids were employed the legal time. Thirty hours per week was more common than forty, and very seldom did one person work fifty hours per week.

First Year

Aid	Rent	Meals	Patrons paid to Company	Aid received from Company	Gain to Company	Loss to Company
						Partly due to unremunerative work in the house
1	$55.57	$24.60	$286.12	$193.45	$92.67	
2	40.83	26.50	135.79	91.21	44.58	
3	44.10	24.30	160.54	116.45	44.09	
4	44.35	31.80	191.66	147.68	43.98	
5	64.41	44.10	206.58	166.80	39.78	
6	52.00	28.35	136.44	102.71	33.73	
7	31.55	17.98	113.69	81.88	31.81	
8	55.08	31.90	159.57	140.42	19.15	
9	31.07	23.70	92.40	74.02	18.38	
10	34.75	27.40	123.32	108.36	14.96	
11	52.31	30.00	170.08	156.01	14.07	
12	24.10	16.20	66.81	56.56	10.25	
13	2.50	.35	7.54	4.40	3.14	
14	30.35	19.32	50.89	48.62	2.27	
15	10.71	10.85	4.79	131.83		127.04
16	49.70	24.90	35.62	110.51		74.89
17	60.34	39.45	256.86	294.83		37.97
18	54.96	34.70	161.72	195.73		34.01
19	23.75	19.95	.....	31.27		31.27
20	63.54	45.65	166.43	193.91		27.48
21	27.60	20.52	30.85	51.00		20.15
22	10.75	5.10	6.81	9.25		2.42
	$864.32	$547.62	$2,564.51	$2,507.50	$412.86	$355.23

The Second Year

Ten successful Aids returned for the second year, but they were unable to bring with them ten others of equal calibre. Warned by previous experience, training was not so liberally offered to unpromising material, and only eight new aids were kept of some eighteen applying. Seven of these and one from the first year stayed less than six months. Of these eighteen, fifteen brought a return to the Company of $197.32, while three caused a loss of $18.92, and this in spite of the fact that more help was provided in the house and that a lower guarantee was offered. Increased office expenses and additions to the plant brought up the deficit to $2,000 the second year, making

the sum required $5,000, an amount estimated at first as the probable cost of carrying on the experiment as a research.

The lessened number of calls for the high-priced workers indicated a forced demand during the first year from Group I of housewives interested in the scheme.

The increased demand for heavy work and low-priced labor also indicated a failure on the part of the woman with $3,000 to $4,000 annual income to appreciate the fact that she must meet the rising scale of living with a rising wage.

The short time the full number of Aids were in residence left the house without rent from rooms.

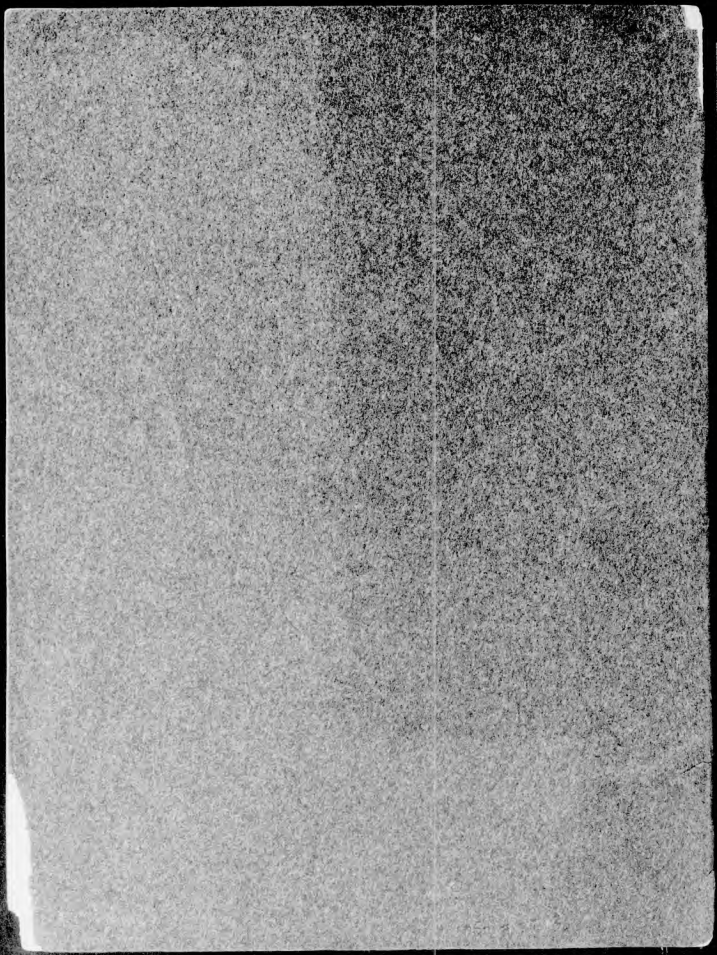
Therefore it was deemed wise to close the experiment at the end of two years for which it was undertaken.

Second Year

Aid	Paid by Aid to Company for Rent	Paid by Aid to Company for Meals	Paid to Company by Patrons	Paid by Company to Aid	Gain to Company	Loss to Company
1	$39.92	$28.65	$223.52	$154.58	$32.87	
2	48.00	22.40	251.04	174.25	30.98	
3	43.50	54.95	256.85	148.64	27.57	
4	19.20	12.05	118.01	85.63	16.12	
5	18.00	14.80	109.36	76.56	16.05	
6	40.05	52.70	181.84	77.17	15.18	
7	52.50	44.35	213.36	96.89	11.59	
8	31.25	42.65	160.18	73.55	10.36	
9	18.00	21.30	87.83	45.39	8.91	
10	36.30	40.90	141.36	49.54	7.08	
11	25.50	24.60	86.39	30.19	5.45	
12	36.35	35.10	163.92	73.58	5.24	
13	21.79	31.85	98.26	34.63	3.84	
14	25.00	35.70	114.55	40.88	3.05	
15	32.93	38.50	138.80	50.25	3.03	
16	22.50	34.15	84.04	8.38		$7.38
17	8.86	12.00	31.48	.71		7.29
18	50.75	52.05	166.70	34.84		4.25
	$560.40	$598.70	$2,627.49	$1,255.67	$197.32	$18.92

Supplementary Table

Aid	Amount guarantee paid by Company	Total cost of Aid to Company	Amount from earnings of Aid returned to Company, based on the agreed percentage
1	.37	68.94	33.24
2	6.39	76.79	37.37
3	9.76	108.21	37.33
4	1.13	32.38	17.25
5	....	32.80	16.05
6	11.92	104.67	27.10
7	19.62	110.47	31.21
8	12.73	86.63	23.09
9	3.14	42.44	12.05
10	14.62	91.82	21.70
11	6.10	56.20	11.55
12	18.89	90.24	24.13
13	9.99	63.63	13.83
14	12.97	73.67	16.02
15	17.12	88.55	20.15
16	19.00	75.65	11.62
17	9.91	30.77	2.62
18	29.06	131.86	24.81
	$202.72	$1,371.82	



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